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ABSTRACT

The National Apprenticeship Program is the term used to describe the coalition of management, labor, and government that supports the apprenticeship program in the United States and the aggregate nationwide of such programs and enrolled apprentices. Apprenticeship programs are operated by employers, employer associations, or jointly by management and labor on a voluntary basis. Government's role is to provide support services to these program sponsors. This booklet describes the apprenticeship process and programs and lists resources for help in setting up or improving apprenticeship programs. Information contained in the booklet includes a description of apprenticeship, the importance of apprenticeship, the work of the Bureau of Apprenticeship and Training, advantages of registered apprenticeship, definition and list of apprenticeable occupations, the work of the Federal Committee on Apprenticeship, and lists of regional and state offices of the Bureau of Apprenticeship and Training and state and territorial apprenticeship agencies. The text of the National Apprenticeship Act is included. (KC)

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National Apprenticeship Program

ED297122

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Bureau of Apprenticeship and Training

Revised 1987

The National Apprenticeship Act

(50 Stat. 664; 29 U.S.C. 50)

To enable the Department of Labor to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices and to cooperate with the States in the promotion of such standards.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the Secretary of Labor is hereby authorized and directed to formulate and promote the furtherance of labor standards necessary to safeguard the welfare of apprentices, to extend the application of such standards by encouraging the inclusion thereof in contracts of apprenticeship, to bring together employers and labor for the formulation of programs of apprenticeship, to cooperate with State agencies engaged in the formulation and promotion of standards of apprenticeship, and to cooperate with the National Youth Administration and with the Office of Education of the Department of the Interior in accordance with section 6 of the Act of February 23, 1917 (39 Stat. 932), as amended by Executive Order Numbered 6166, June 10, 1933, issued pursuant to an Act of June 30, 1932 (47 Stat. 414), as amended.

SEC. 2. The Secretary of Labor may publish information relating to existing and proposed labor standards of apprenticeship, and may appoint national advisory committees to serve without compensation. Such committees shall include representatives of employers, representatives of labor, educators, and officers of other executive departments, with the consent of the head of any such department.

SEC. 3. On and after the effective date of this Act the National Youth Administration shall be relieved of direct responsibility for the promotion of labor standards of apprenticeship as heretofore conducted through the division of apprentice training and shall transfer all records and papers relating to such activities to the custody of the Department of Labor. The Secretary of Labor is authorized to appoint such employees as he may from time to time find necessary for the administration of this Act, with regard to existing laws applicable to the appointment and compensation of employees of the United States: *Provided, however*, That he may appoint persons now employed in division of apprentice training of the National Youth Administration upon certification by the Civil Service Commission of their qualifications after nonassembled examinations.

SEC. 4. This Act shall take effect on July 1, 1937, or as soon thereafter as it shall be approved.

Approved, August 16, 1937.

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The National Apprenticeship Program

The National Apprenticeship Program is the term used to describe the coalition of management, labor and government that supports the apprenticeship program in the United States and the aggregate nationwide of such programs and enrolled apprentices.

Apprenticeship programs are operated by employers, employer associations, or jointly by management and labor on a voluntary basis. Government's role is to provide support services to these program sponsors.

Under the National Apprenticeship Act, the Bureau of Apprenticeship and Training (BAT) is responsible for providing service to existing apprenticeship programs and technical assistance to organizations who would like to establish an apprenticeship program. The Bureau works very closely with State Apprenticeship Councils (SAC) and the educational system to deliver support services at the National, State and local level.

Apprenticeship

Apprenticeship, in simplest terms, is training in occupations that require a wide and diverse range of skills and knowledge, as well as maturity and independence of judgment. It involves planned, day-by-day training on the job and experience under proper supervision, combined with related technical instruction.

As practiced by modern industry, apprenticeship is a business-like system designed to provide workers entering industry with comprehensive training by exposing them to the practical and theoretical aspects of the work required in a highly skilled occupation. This is accomplished through structured training on the job and related theoretical instruction.

Importance of Apprenticeship

This country's greatest asset is the skill and know-how of its people. The future strength, defense and progress of the nation is dependent upon our commitment to preserving this asset by developing the skills and knowledge of our work force.

Experience indicates that apprentices are more motivated, learn their jobs faster, attain craftworker status sooner and are more likely to become supervisors than workers trained in other ways.

The Bureau of Apprenticeship and Training

The Bureau prides itself in being a service oriented organization with its primary goals being:

1. To provide professional service to existing program sponsors.
2. To expand the use of the apprenticeship system by assisting potential sponsors to design, implement and operate apprenticeship programs.

The Bureau provides technical assistance to industry in several areas, including:

1. Analysis for training content and work process development.
2. Development of selection procedures consistent with Title 29 CFR Part 30.
3. Development of administrative procedures consistent with Title 29 CFR Part 29.
4. Development of related technical instruction curriculum.
5. Program evaluation.
6. Forecasting apprenticeship needs.
7. Registration of apprenticeship programs.
8. Indenturing of apprentices.
9. Issuance of completion certificates.
10. Veterans assistance.

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Advantages of Registered Apprenticeship

A well-planned, properly administered apprenticeship program will:

1. Attract adequate numbers of highly qualified applicants
2. Reduce absenteeism
3. Reduce turnover
4. Increase productivity
5. Reduce cost of training
6. Facilitate compliance with Federal and State Equal Employment Opportunity requirements
7. Improve community relations
8. Improve employee relations
9. Ensure availability of related technical instruction
10. Enhance problem-solving ability of craftworkers
11. Ensure versatility of craftworkers

Apprenticeable Occupations

Title 29, Code of Federal Regulations, Part 29.4 defines an apprenticeable occupation as one that:

1. Is customarily learned in a practical way through a structured, systematic program of supervised on-the-job training.

2. Is clearly identified and commonly recognized throughout an industry.

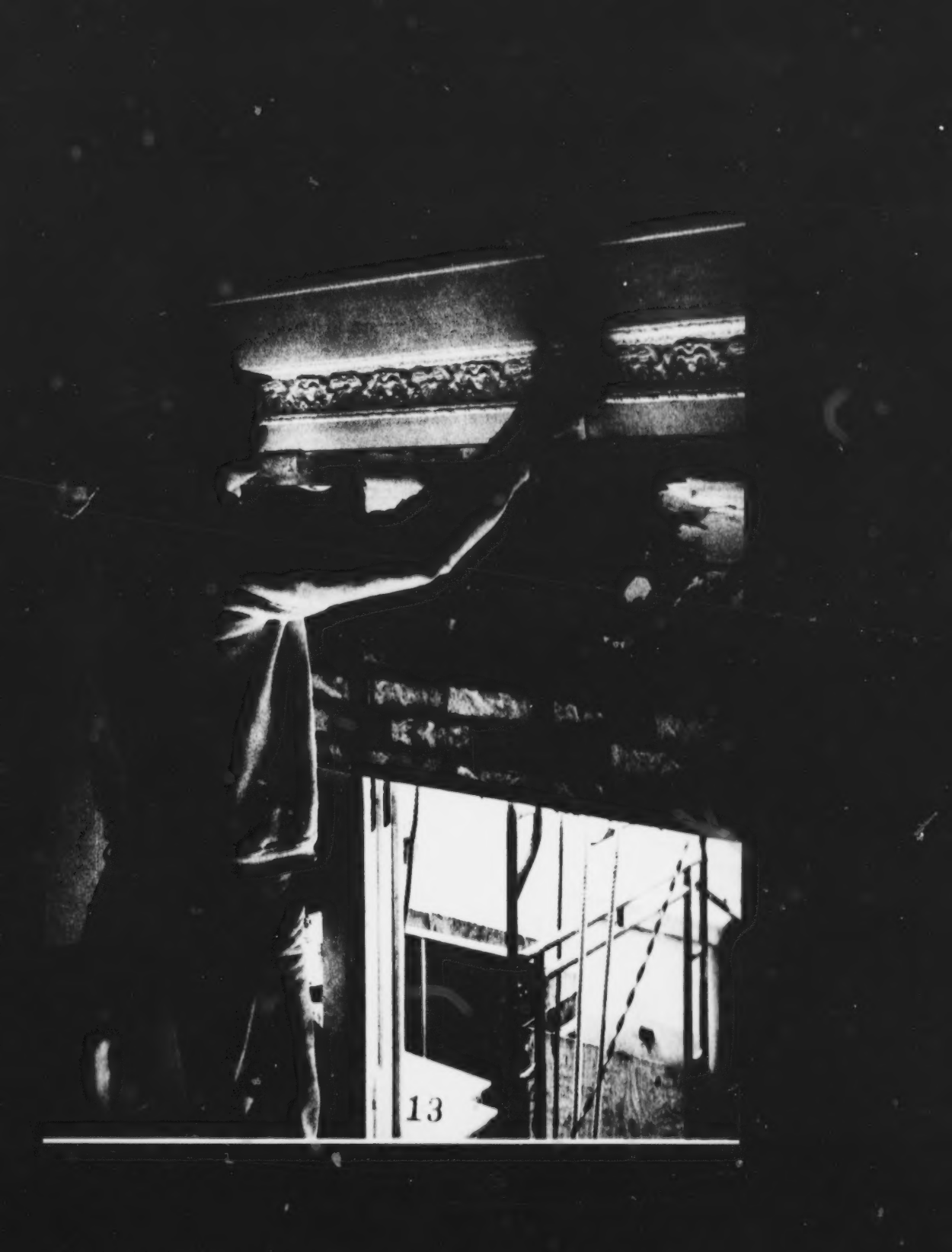
3. Involves manual, mechanical, or technical skills and knowledge that require a minimum of 2,000 hours of on-the-job work experience.

4. Requires related instruction to supplement the on-the-job training. Such instruction may be given in a classroom, through correspondence courses, self-study, or other means of approved instruction.

Apprenticeable Occupations

The Federal and State Apprenticeship Agencies recognize over 800 occupations as apprenticeable. The following is a representative listing of recognized apprenticeable occupations.

	DOT Code
1. Airframe-and-Power Plant Mechanic	621.281-014
2. Automobile-Body Repairer	807.381-010
3. Automobile Mechanic	620.261-010
4. Baker	313.381-010
5. Biomedical Equipment Technician	719.261-010
6. Boatbuilder, Wood	860.381-018
7. Boilermaker I	805.261-014
8. Boiler Operator	950.382-010
9. Butcher, Meat	316.681-010
10. Bricklayer	861.381-018
11. Cabinetmaker	660.280-010
12. Car Repairer (Railroad)	622.381-014
13. Carpenter	860.381-022
14. Cement Mason	844.364-010
15. Compositor	973.381-010
16. Computer-Peripheral-Equipment Operator (Clerical)	213.382-010
17. Construction-Equipment Mechanic	620.261-022
18. Cook	313.361-014
19. Coremaker	518.381-014
20. Cosmetologist	332.271-010



Apprenticeable Occupations

	DOT Code
21. Dairy Equipment Mechanic	629.281-018
22. Dental Laboratory Technician	712.381-018
23. Drafter, Architectural	001.261-010
24. Drafter, Mechanical	007.281-010
25. Drilling-Machine Operator	930.482-010
26. Electrician	824.261-010
27. Electrical Repairer	829.281-014
28. Electronics Mechanic	828.281-010
29. Electronics Technician	003.161-014
30. Emergency Medical Technician	079.374-010
31. Environmental-Control System Installer-Servicer	637.261-014
32. Farm Equipment Mechanic I	624.281-010
33. Fire Fighter	373.364-010
34. Fire Medic	373.364-014
35. Furniture Finisher	763.381-010
36. Glazier	865.381-010
37. Heavy Forger	612.361-010
38. Instrument Mechanic	710.281-026
39. Insulation Worker	863.364-580
40. Legal Secretary	201.362-010
41. Line Erector	821.361-018
42. Line Maintainer	821.261-014
43. Machine Repairer, Maintenance	626.281-010
44. Machinist	600.280-022

Apprenticeable Occupations

	DOT Code
45. Maintenance Machinist	600.280-042
46. Maintenance Mechanic	638.281-014
47. Medical Laboratory Technician	078.381-014
48. Millwright	638.281-018
49. Mine-Car Repairer	622.381-030
50. Miner I	939.281-010
51. Model Maker	693.361-010
52. Mold Maker Die Casting & Plastic Molding	601.280-030
53. Office-Machine Servicer	633.281-018
54. Offset-Press Operator I	651.482-010
55. Ornamental-Ironworker	809.381-022
56. Painter	840.381-010
57. Patternmaker, All-Around	693.280-560
58. Patternmaker, Wood	661.281-022
59. Pipefitter	862.381-018
60. Plumber	862.381-030
61. Powerhouse Mechanic	631.261-014
62. Precision Lens Grinder	716.382-018
63. Programer, Business	020.162-014
64. Programer, Engineering and Scientific	020.167-022
65. Refrigeration Mechanic	637.261-026
66. Sheet-Metal Worker	804.281-010
67. Shipfitter	806.381-046
68. Shoemaker, Custom	788.381-014

Apprenticeable Occupations

	DOT Code
69. Stationary Engineer	950.382-026
70. Structural-Steel Worker	801.361-014
71. Television-and-Radio Repairer	720.281-018
72. Tool Maker	601.281-042
73. Tool-and-Die Maker	601.280-046
74. Water Treatment-Plant Operator	954.382-014
75. Welder, Combination	819.384-010
76. Welding-Machine Operator, Arc	810.382-010

New occupations are continually being approved to keep pace with technological advances.

The Federal Committee on Apprenticeship

The Federal Committee on Apprenticeship (FCA) is one of the oldest public advisory committees in the Federal Government. It was created by the Secretary of Labor in August 1934, as the Federal Committee on Apprentice Training to carry out Executive Order 6750-C, issued by President Franklin D. Roosevelt. The Committee was reauthorized by the National Apprenticeship Act of 1937.

The Federal Committee is an advisory group to the Secretary of Labor. It has 25 members, appointed by the Secretary for 2-year terms. Ten of its members represent labor, 10 are from management, and 5 represent the public. In addition, there are three ex officio members: the current president of the National Association of State and Territorial Apprenticeship Directors, a representative of the U.S. Department of Education, and the Assistant Secretary of Labor for Employment and Training. The Committee is chaired by a public member selected by the Secretary of Labor. Committee members serve without compensation; meetings are announced in the *Federal Register* and are open to the public. The Committee's recommendations to the Secretary of Labor concern a broad range of activities to improve and extend apprenticeship.

Regional Offices, Bureau of Apprenticeship and Training

Location	States Served	
REGION I		
Room 510	Connecticut	New Hampshire
JFK Federal Bldg.	Maine	Rhode Island
Boston, MA 02203	Massachusetts	Vermont
REGION II		
1515 Broadway & 44th St.	New Jersey	Puerto Rico
New York, NY 10036	New York	Virgin Islands
REGION III		
Room 13240	Delaware	Virginia
3535 Market St.	Maryland	West Virginis
Philadelphia, PA 19104	Pennsylvania	
REGION IV		
Room 418	Alabama	Mississippi
1371 Peachtree St., NE	Florida	North Carolina
Atlanta, GA 30367	Georgia	South Carolina
	Kentucky	Tennessee
REGION V		
Room 701	Illinois	Minnesota
230 S. Dearborn St.	Indiana	Ohio
Chicago, IL 60604	Michigan	Wisconsin
REGION VI		
Room 502	Arkansas	Oklahoma
525 Griffin St.	Louisiana	Texas
Dallas, TX 75202	New Mexico	
REGION VII		
Room 1100	Iowa	Missouri
911 Walnut St.	Kansas	Nebraska
Kansas City, MO 64106		
REGION VIII		
Room 476	Colorado	South Dakota
721 19th St.	Montana	Utah
Denver, CO	North Dakota	Wyoming
REGION IX		
Room 715	Arizona	Hawaii
71 Stevenson St.	California	Nevada
San Francisco, CA 94105	Guam	Subic Bay
	Philippines	
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Phoenix 85016

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Little Rock 72201

CALIFORNIA
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721 19th Street
Denver 80202

CONNECTICUT
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FLORIDA
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Tallahassee 32301

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Atlanta 30367

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Honolulu 96850

IDAHO
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550 W. Fort Street
Boise 83724

ILLINOIS
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230 S. Dearborn Street
Chicago 60604

INDIANA
Room 414
46 E. Ohio Street
Indianapolis 46204

IOWA
Room 637
210 Walnut Street
Des Moines

KANSAS
Room 235
444 SE Quincy St.
Topeka 66683

KENTUCKY
Room 554-C
600 Federal Place
Louisville 40202

LOUISIANA
Room 925
600 S. Maestri St.
New Orleans 70130

MAINE
Room 101-B
68 Sewall Street
Augusta 04330

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31 Hopkins Plaza
Baltimore 21201

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Room 510-B
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Detroit 48226

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Suite 1010
100 W. Capitol St.
Jackson 39269

MISSOURI
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Room 394
301 S. Park Ave.
Helena 59626-0055

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106 S. 15th St.
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NEVADA
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301 E. Stewart Ave.
Las Vegas 89101

NEW HAMPSHIRE
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55 Pleasant St.
Concord 03301

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Newark 07102

NEW MEXICO
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Raleigh 27601

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909 First Ave.
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Room 310
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Charleston 25301

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Madison 53703

WYOMING
Room 8017
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Cheyenne 82001

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Rosie Doesn't Just Rivet Anymore!

She's alive and well as an apprentice tool and die maker.

Apprenticeship for Women is Working.

U.S. Department of Labor

Employment and Training Administration
Bureau of Apprenticeship and Training

State and Territorial Apprenticeship Agencies

ARIZONA
Apprenticeship Services
Department of Economic Security
438 W. Adams
Phoenix 85003

CALIFORNIA
Div. of Apprenticeship Standards
525 Golden Gate Avenue
P.O. Box 603
San Francisco 94101

CONNECTICUT
Office of Job Training and
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DelawareState Dept. of Labor
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DC Apprenticeship Council
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512 W. 6th Street
Topeka 66603

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